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Transnet to create 20 000 new skilled job opportunities

Revamping for digital world

Transnet is going digital to keep up with global trends, but wants to create 20 000 new skilled job opportunities instead of letting machines take over the work of UNTU members.

"We want to ensure that skills are transferred to our employees to equip them for the new world, where there will be a huge focus on science and mathematics. This will be done by giving employees bursaries at Transnet Schools to uplift their skills to grab all the emerging technologies," says Transnet Chief Executive, Siyabonga Gama.

Transnet refers to its new strategic framework as Transnet 4.0, geared to meet the challenges and opportunities of the 4th Industrial Revolution.

As part of this strategic framework, Transnet aims to employ 75 000 people by 2022, making it one of the biggest employers in the South African economy.

"We need to grow our services, grow the countries for which Transnet provide these services, broadening the pond where we fish. With our digital transition, we are changing our business. Our young consumers want to track and trace where commodities are moving, and Transnet must be responsive to these needs by providing real-time information. Customer satisfaction is paramount," says Siyabonga.

With this comes a technological revolution at Transnet that is at the "brink of greatness." To be successful in new markets, Transnet needs to drop its transportation and communication costs with a more effective and logistic global supply chain.

"We must ensure that we remain at the cutting edge. The future of Transnet is linked to economic growth in new markets providing new services, new products and a new business model for the next 20 to 30 years," says Gama.

According to Makano Mosidi, Chief Information Officer, Transnet has lots of data, but it is worthless unless it is mined, and the value is taken out of it.

"We must analyse what our customers want and predict their needs to enable us to go to them with information that they must have, not with facts that they know.

"Our business strategy must be able to survive in a digital economy. If we say a consignment will reach you at a certain time, it should. It will be no use targeting emerging markets if our systems are not trustworthy," says Mosidi.

According to Gama, Transnet will remain committed to the empowerment of women and the disabled.

Steve Harris, General Secretary of UNTU, the majority Union in Transnet, says he is excited about all the new growth and career opportunities that will be created in Transnet for the benefit of the loyal and committed employees.

Steve also welcomes Gama's assurance that there will be no voluntary severance packages on the table.

"UNTU will always strive to better the working conditions of our members and to have them remain in employment rather than applying for voluntary severance packages. We need to address the high levels of unemployment in the country and cannot afford to have more workers without decent jobs," says Steve.

Four gold medals for Andrew at Commonwealth Games

Sixty is the new thirty if one looks at the example that UNTU member Andrew Ludik sets. Andrew is the Fire Chief of Hazmat, Fire & Emergency Services at Transnet Freight Rail in Port Elizabeth.

He won four gold medals in various powerlifting disciplines at the Commonwealth Games, where he competed, at the age of 60, in the Masters division for the first time.

Andrew started competing in powerlifting in 1987 and has never looked back. Over the years he has won so many trophies and medals that he lost count. "They are walking out the door," he laughs.

This year alone, Andrew competed in the South African Masters Powerlifting Championships and won and broke four South African and Eastern Cape records. He won the Eastern Cape Senior and Master Powerlifting Championships and broke three Eastern Cape records.

His achievements in the sport were the reason why Andrew was chosen to be an assistant coach of the South African team that participated at the World Classic Powerlifting Championships in Poland. The team came third and won four bronze medals. Andrew is also a judge and official at the SA Disabled Powerlifting Championships, a position he holds since 1995.

According to Andrew, it is his passion to strive to improve his personal best. He exercises for more than an hour per day and spends a lot of time training upcoming powerlifters. He has been involved with the coaching of the national team since 1998.

Andrew Ludik

"Powerlifting enhanced my relationships with others. I was an introvert. But in powerlifting, I cannot train on my own. I became an extrovert and bettered my self-esteem."

His most difficult challenges were after he hurt his shoulder during the World Championships in June this year. Andrew continued to participate with torn muscles, although doctors wanted to operate on him.

According to him, his role model was the former South African World Champion Powerlifter Gerrit Badenhorst (55). "Today I am my own role model. I will never give up," he says.

He joined UNTU in 1977 and has been a proud member since, although he feels that officials can improve the Union's visibility.

Andrew has two children and four grandchildren, who are very proud of him and support him all the way.

Up next for him is the South African Powerlifting Championships in February, where he needs to qualify for the next World Championships.

COMMENT — Steve Harris

Difficult round of wage negotiations awaits us

Transnet are making billions of rands thanks to the loyalty and commitment of hard-working UNTU members, but that does not mean that the company will easily give in to the Union's reasonable wage demand.

After UNTU tabled our demand for a 12% salary increase annually for the next three years and an additional 2% increase for those employees earning less than R100 000 per annum, the employer immediately responded that this demand is not in line with the current pattern of wage settlement agreements.

Although Transnet's net profit is up by more than 230% compared to the previous year, it does not mean that the state-owned enterprise intends to share the 13,8% increase in revenue to R37,1 billion with you, its employees.

UNTU is once again demanding that Transnet agree to no forced retrenchments for the next three years to protect our members against the volatile global economy and its influence on the demand for the company's services.

The Union demands that Transnet increases its contribution to employees' medical aid and your housing allowance to R1 790 for 2018/2019, R2 500 for 2019/2020 and R3 500 for 2020/2021.

Analysts predict that the cost of medical treatment will increase at a slightly faster rate in 2018 than it did in 2017. According to Stats SA, the average medical aid increase in 2017 was 10,3%, doctors at 6,5%, dentists at 6,3% and medicines at 7,2%.

In August 2017, the annual inflation rate climbed to 15%, the highest it has been since December 2011. The price of meat also increased by 15%, while the cost of funeral services increased by 12%.

Taking your mandates into consideration,

Steve Harris

the Union deemed it fair to demand that Transnet increase all your other allowances by 12% each year for the next three years.

This demand is very realistic given that the public servants trade unions, recognised by the Public Servants Coordinating Bargaining Council (PSCBC), demanded a sliding scale wage increase of between 10% and 12%.

Having said that, UNTU must also consider that the South African economic climate is currently at its lowest since the first recession in 2008.

Finance Minister Melusi Gigaba told Parliament in his mid-term budget that the future growth of the economy will reach 1,9% by 2020.

Against this background, UNTU members must brace themselves: a very difficult round of wage negotiations awaits us.

Exco members on the move

The first day of Transnet wage negotiations at the Carlton Centre in Sandton. Representing you is Exco members Zonke Cebekhulu, Joe Mashamaite, Hendrik Fourie (UNTU Vice-President), Henk Smith and Trevor Wasserfal. At the back is Wielligh Meyer, John Pereira (Deputy General Secretary) and Exco member Douw Dreyer.

UNTU Deputy General Secretaries Sonja Carstens and John Pereira with Major-General Keith Mokoape, Director of IFG Africa; Mthimkula Mashiya, General Secretary of the Transnet Bargaining Council; and André Olivier, Chief Executive Officer of IFG Africa. IFG Africa celebrated its 30th birthday in 2017.

UNTU President Wyndham Evans (middle) visiting UNTU members at Transnet Freight Rail Vredendal with UNTU Exco member Henk Smith and UNTU Full-time Trade Union Representative Lutwena Saul.

PRESIDENT SAYS — Wyndham Evans

UNTU spreading its wings to reach new horizons in 2018

UNTU members, in 2018 you will see your Union of Choice expanding even more and spreading its wings to reach new horizons.

UNTU will be giving all the wannabe rival unions, who are trying to get a slice of our pie as the majority Union in Transnet, the Passenger Rail Agency of South Africa (Prasa) and Bombela, a run for their money on their own turf.

Since the Union's new leadership was elected at Congress at the end of November 2015, we have kept our promises to you, our devoted members, year after year.

We decided to drastically improve the visibility of our leadership with members at grassroots level, and we did just that. Very few of you can say that you have not met one of the Executive Council Members (including myself) over the past two years.

You wanted frequent updates and better communication from us. We created three social media pages, Facebook, Twitter and Instagram, and revamped our website, www.untu.co.za, to be updated daily with the latest developments.

Those of you who don't have access to social media are getting all the information in circular letters e-mailed to you by Head Office daily.

We also redesigned our quarterly *Labour Report* and improved its quality so that your voices can be heard, and we can celebrate your achievements with you.

Thanks to the support from each of you, we have managed to grow our Union from pillar to post, breaking through the 50% representation goal we set for ourselves in each of the state-owned enterprises we represent.

Up next was the enhancement of service excellence to our beloved members in 2017. UNTU invested millions in the training of our Trade Union Representatives by institutions accredited in labour relations training to ensure that you can only get the very best assistance in the workplace.

However, reaching our goals does not mean we can sit back and relax as a Union. We want to up our game by broadening our scope to other state-owned enterprises and companies where we do not currently enjoy representation.

Wyndham Evans

We know this can be achieved because we are the Union with the best benefits in South Africa. UNTU gives you great value for your money.

Let us take hands on our new journey. Phambili!

Changing lives through boxing

Johan Prinsloo

Money can't buy the satisfaction boxing coach Johan Prinsloo gets when he sees how a child, who has been bullied at school, develops courage, discipline and self-worth by participating in boxing.

"I don't earn a cent for what I am doing, and I don't want to. I love coaching. It is my passion. But I am not interested in becoming a professional boxing coach. I believe when you get paid, you lose your passion and it becomes a job," he says .

Johan (52), a mechanical training supervisor at Transnet Engineering in Koedoespoort, Pretoria, has just finished his four-year term as Boxing South Africa's Head Coach. He has now been allocated to the South African development coaching team, with the sole purpose to develop young boxers into worthy contenders for South Africa at the 2020 and 2024 Olympic Games.

Johan also assists with the development of boxers from Swaziland.

"I learned a lot from the Europeans when we participated in previous Olympic Games. African boxers have a very aggressive style of boxing compared to the Europeans' very tactical approach. The brutal boxing era is over. Boxing has now become a mental and tactical art of one opponent versus the other."

He uses the boxing match between the US boxing Champion Floyd Mayweather and the Irish kickboxer Conor McGregor as example. Mayweather used tactics to outsmart the aggressive McGregor in the first few rounds before knocking him senseless. The fight had to be stopped in the tenth round.

"That is what all our boxers should be doing," says Johan, who is the coach of the Gauteng Open Boxing League as well.

For him, boxing takes troubled children off the streets, keeps them away from drugs and alcohol and gives them an opportunity to become role models in their communities.

"Boxing allows children to grow physically, mentally and emotionally, to start believing in their ability and to develop their discipline – something they are often not taught at home.

"I feel humbled and honoured to see this transformation in boxers, and that is my reward. I believe through boxing, I play my part in ensuring a better South Africa for all," says Johan.

He has been a proud UNTU member for the past few decades.

Best friends tie the knot

When UNTU Exco member Brian Davids (42) tied the knot with his beautiful bride, Claudy (40), they both married their best friend of the past ten years. According to the newly-weds, they have so much in common and understand each other so well that they can just sit and talk to each other for hours. Brian and Claudy met about ten years ago, when he was still working as a metro guard and a Trade Union Representative, and she was working as a train driver for Metrorail in Cape Town.

"First, we became the best of friends, and then we started to love each other," says the couple, who have a 3-year old daughter, Blaine. Brian is divorced and has two sons who live with their mother.

It was not easy for the couple to set a date with Brian constantly travelling on Union business. "We got to a point where we wanted to do the right thing in God's eyes, and we stuck to our guns," says Brian.

Claudy says she knew what she was getting herself into. As a train driver, she used to work long hours in dangerous circumstances. She managed to get used to the fact that Brian is not always around and enjoys practising hobbies of her own.

"I support him in his work. I know that he has a passion to better the working conditions of those who had put their trust in him," says Claudy, who is now working as a Section Manager for Metrorail.

According to her, the couple is busy selling their house and plans to design a new home to their liking. They have no plans to extend their family but plan to travel to New Zealand in January for a holiday.

Brian and Claudy on their wedding day.

For their honeymoon, Brian took her to all the places he often visited, but can only tell her about. The couple went to Kimberley, Johannesburg, Pietermaritzburg, Durban, Voetplaatpark (the family holiday resort on the South Coast that belongs to UNTU), Port Elizabeth, East London and Mosselbay.

"I have the perfect wife. I don't have enough words to thank her for choosing me as her husband," says Brian.

Transnet Engineering aims to be centre of excellence

Transnet Advanced Manufacturing, better known as Transnet Engineering (TE), has a vision to become the centre of excellence in development and engineering in the South African Development Community (SADEC) by 2021.

Transnet Engineering wants to become a major enabler of economic growth in Africa.

"A lot of research has been done into the future of maintenance and manufacturing. We are moving away from the old way of 'moer and soek'. We now have advanced fault-finding systems. This creates huge opportunities for partnerships with the aim at bettering our future," says Thamasanqa Jiyane, Chief Officer of Advanced Manufacturing at Transnet.

Jiyane says an example of this is the first Trans-Africa Locomotive that was built by Transnet with the help of private partnerships. Transnet is not manufacturing all the parts of the locomotive.

"To do this, we will need to multi-skill our employees. We must develop a workforce with the skills to ensure that they can deliver," says Jiyane.

According to him, Transnet Engineering is the home of development in Transnet. That is why Transnet made a huge investment in research and development. In future, we will see this division producing bussing in Road Rail, Port Haulers and Rubber-Tyre Gantry.

"Our innovation will be on an internationally competitive level to give effect to the needs of the client," says Jiyane.

The first aim is to make the Trans-Africa Locomotive a 100% locally produced product. At the same time, TE will focus on:

- New rail corridors being developed within sub-Saharan Africa, allowing the division to exploit these markets with the supply of rolling stock;
- Discoveries of bulk commodity mines across the world, providing for an expanding market; and
- Rolling stock overhauls will continue to be in high demand in Africa, and this offers an opportunity to sell remanufactured rolling stock.

"I believe by 2021 we will be a different organisation. We will be putting behind the era where everything is put out on tenders. We will be manufacturing, maintaining and recycling. The future belongs to those who dare to dream," Jiyane says.

Currently, Transnet Engineering employs over 11 000 people at six main plants and 143 depots. The six main plants are in Bloemfontein, Durban, Johannesburg (Germiston), Pretoria (Koedoespoort), Cape Town (Salt River), and Uitenhage.

Smaller depots are arranged as satellite operations around the main centres of excellence, thus bridging the gaps between the customers' locations and the organisation within Southern Africa.

Main photograph and above: The Trans-Africa Locomotive is the first locomotive to be designed, engineered and manufactured in Africa. This locomotive is assembled at the Koedoespoort Depot in Pretoria. It marks a crucial step for Transnet in becoming a leading manufacturer and supplier of rolling stock on the African continent. All the components of the Trans-African Locomotives are not yet manufactured locally.

Above: This underwater drone, called Deep Trekker, can go up to 250 m underwater. It was used by Transnet to try and detect three containers underwater that went missing during the recent Durban Storm, which damaged the Port of Durban. Middle: Two types of aerial drones are used by Transnet to track tugs and dredgers and other port resources. It is also very successful to use the drones to inspect infrastructure and the seabed conditions, as well as gathering information on port traffic. Above right: The Special Inspection Device (SID) is the first "drone-type device" built by the Council for Scientific and Industrial Research (CSIR) for Transnet. SID is a fully autonomous inspection device used to detect obstacles, livestock or humans, or defects on the track in front of trains. It is also able to detect cable theft.

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Killers must spend lives behind bars

Thembi Mokoena (42) will not have peace until the murderers who stoned and assaulted her 20-year-old brother to death, spend the rest of their lives behind bars.

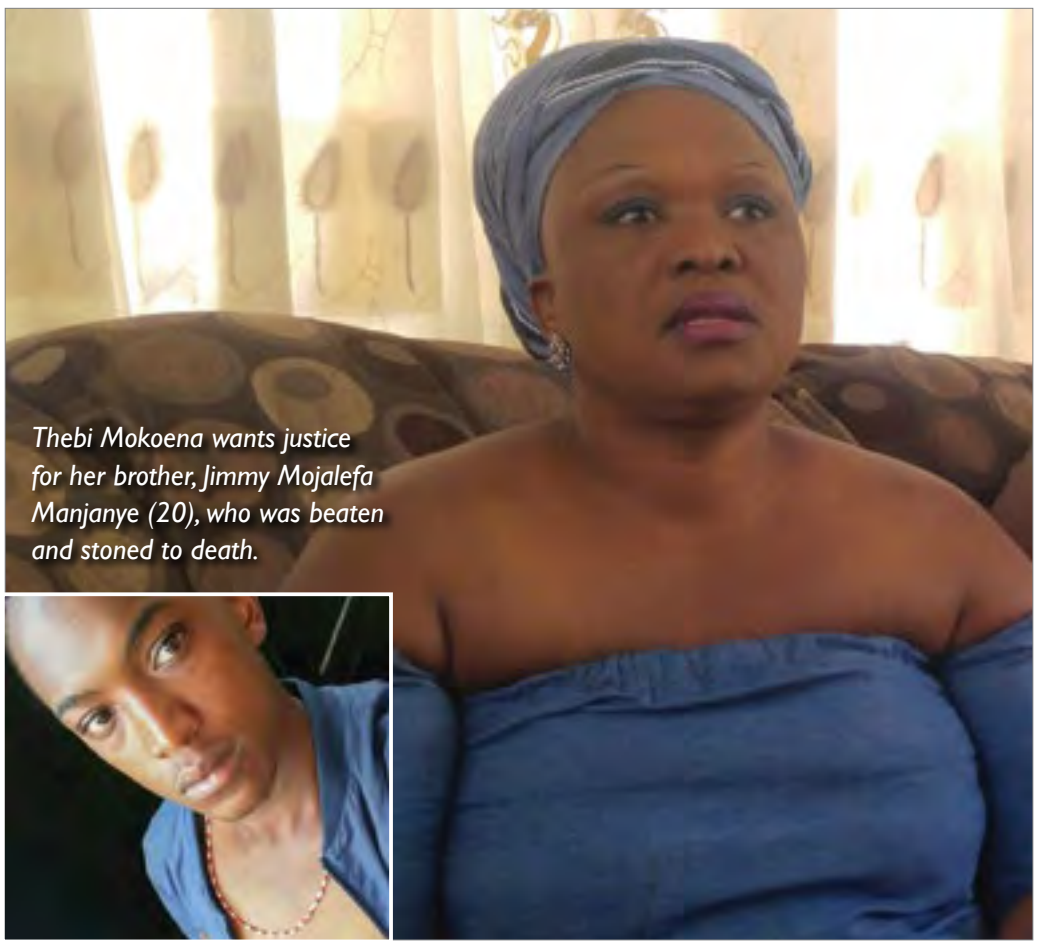
"I want to see justice done. Nobody deserves such a brutal death. If the murderers get away with this, it will happen again to another innocent victim. I cannot allow that to happen," says Thembi, the Yard Foreman of Transnet Freight Rail in Watloo who has been a proud UNTU member for the past 15 years.

Her family's nightmare started on 29 July when she was phoned by a man to inform her that her youngest brother, Jimmy Mojalefa Manjanye (20), allegedly stole his laptop. He said he was going to report the theft to the police.

"I phoned my brother, and he denied stealing the laptop. I welcomed the fact that a charge was going to be laid at the police because then they could get to the bottom of it. My brother was naughty as most kids are, but he never stole anything from anybody before," says Thembi.

She did not realise that it would be the last telephone conversation she would have with her brother.

According to her elder brother, Samuel Matlou (49), who lives in Mamelodi East, Pretoria, a group of six men came to his house looking for his younger brother that night.



Thebi Mokoena wants justice for her brother, Jimmy Mojalefa Manjanye (20), who was beaten and stoned to death.

"I told them I had not seen him as he had not returned home yet. The men looked as though they were under the influence of something, either drugs or alcohol. They told me that they were going to kill Jimmy if they find him," Samuel says.

In the early hours of 30 July, a badly beaten Jimmy was dumped at the front gate of his house. "According to his friend, his attackers pulled him over just a few meters from the house. They pulled Jimmy out of the car and started beating him with a sjambok, bottles and stones. When I saw him, he was so badly swollen that he was unable to speak," says Samuel.

According to Thembi, they took him to the hospital, where he passed away a few hours later due to head injuries and internal bleeding.

"We were planning his 21st birthday party on 5 November. He had just gotten a bursary to further his studies as a mechanic. Then we had to bury him," says Thembi.

Three suspects were arrested after eyewitnesses pointed them out in an identification parade, but they were released on bail due to a lack of evidence in the police docket linking them to the murder.

"There are some basics that the police did not do, like to ensure that there is a proper post-mortem report before the court. The South African Police Service is failing us. We want to see justice done. Jimmy died at the hands of mob justice. If the police doesn't investigate cases like these thoroughly, more and more people will resort to mob justice and take matters into their own hands. We have no faith in the police," Thembi says.

Her brother's alleged killers must appear in the Mamelodi Magistrate Court again on 7 December 2017.

Although the investigating officer is supposed to update Thembi on the progress of the investigation, she has heard nothing from the police.

UNTU pointed her in the right direction so that a senior prosecutor of the Mamelodi Magistrate Court can keep her informed.

Member gets his son back after UNTU intervenes

An UNTU member (40) from KwaZulu-Natal cannot thank the Union enough after his son (2) was returned to him after four months of legal battles. The Union assisted him with advice on how to defend himself against the courts that are biased against the rights of single fathers.

"Thank you, thank you, thank you, my Union. I am so glad and relieved," he said.

He is not identified because the child may not be identified. The member, a ticket officer of the Passenger Rail Agency of South Africa (Prasa), desperately phoned UNTU for advice after he repeatedly tried, unsuccessfully, to regain custody of his son in the Family Court. UNTU referred him to Legal-Aid to assist him with advice in the interest of his child, after a social worker, who was assigned to assist the court with a detailed report, neglected to mention crucial facts about the welfare of his son.

The boy grew up in his care after his former girlfriend, a domestic worker, had to return to work when he was four months old. During the day his mother, who lives with him, was caring for his son, and at night, he would take over the duties. The father decided to end the relationship with the mother of his son when the child was 18 months old. She then grabbed the baby and wanted to throw him out of a window on the fourth floor of a block of flats. The father managed to take his son away from the mother and reported the matter to the police.

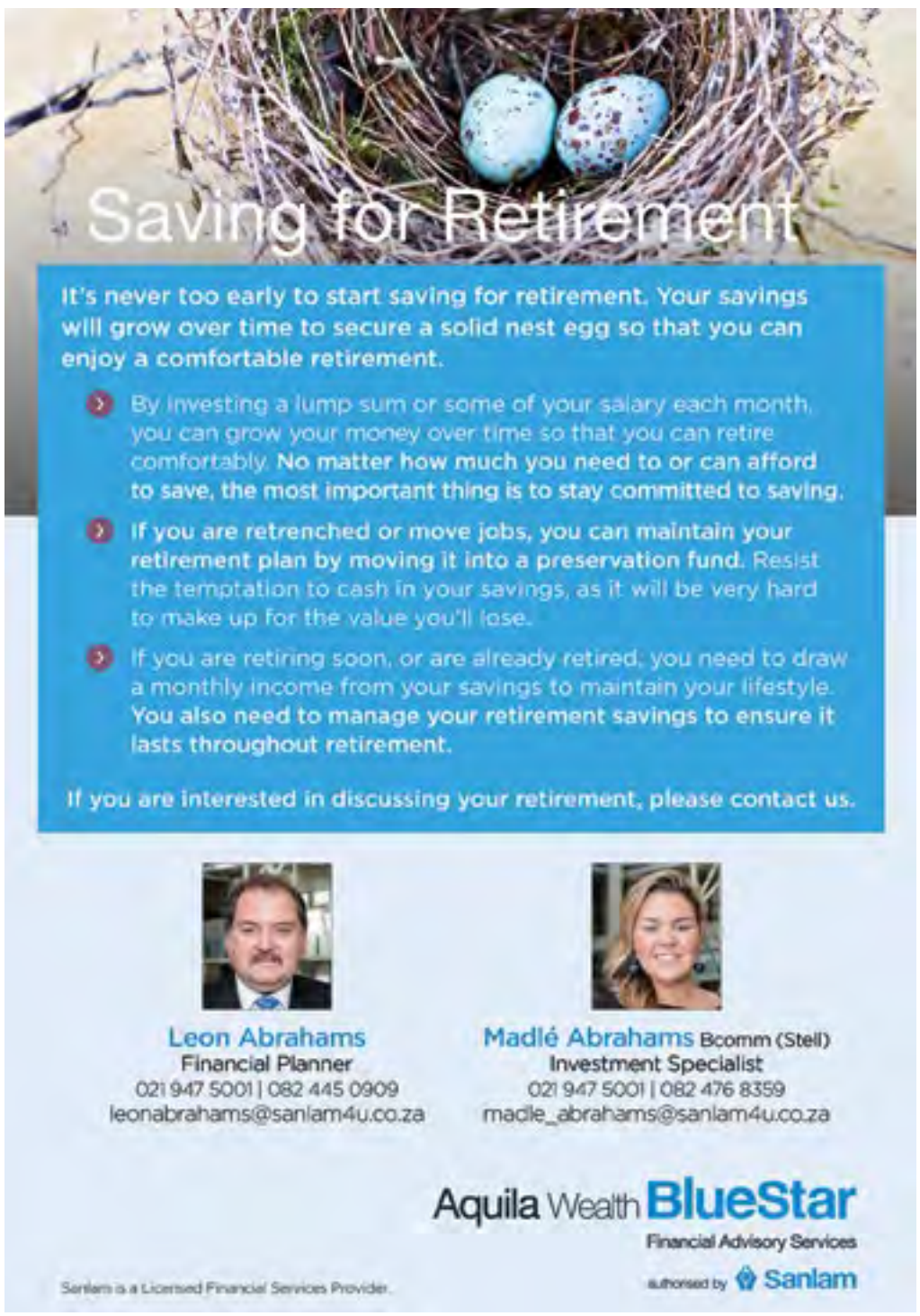
"Immediately, the police officials came to the defence of the mother, saying she must have been very upset and refused to open up an attempted murder docket against her. They referred me to a social worker. After her intervention, I was ordered to hand my son to his mother, as she now wanted to care for him – only to leave him with her mother to grow up in the township," the father says.

He had no legal agreement or court order in place and immediately approached the court to get custody of his son. However, this was easier said than done and the father had to face obstacle after obstacle ever since.

"One of the concerns of the mother was that I would not raise my son according to Zulu traditions because I want to send my son to a school in town and not in the township. The Family Advocate did not consider these to be sufficient reasons," he says.

The Bill of Rights of the Constitution 28 (3) determines that a child's best interest is of paramount importance in every matter concerning the child. The UNTU member says he felt that the court made a mockery of the Constitution.

After a lawyer turned up at court to present his case, his custody was reinstated. "I am so grateful to UNTU."



"UNTU will remain my home forever"

UNTU Full-time Trade Union Representative (FTUR) Luvuyo Mdyogolo says the Union is in his blood and it will remain his home forever.

Luvuyo, the founder of the UNTU Parktown Branch in Transnet Freight Rail in Johannesburg, talks from his personal experience over the past few decades. He has a colourful history and belonged to three other unions before joining UNTU.

Growing up in Soweto, Luvuyo wanted to become a journalist. He was fascinated by the stories of journalists and photographers dodging bullets during the political unrest in the apartheid years.

"I was an activist and a very active member of the Congress of South African Students (COSAS). I talked too much, and the security police were looking for me everywhere. I had to leave the country and live in exile in Angola in 1989."

After he returned home in 1992, he started working as a waiter at the Carlton Hotel in 1993. Waitering did not strike his fancy, so Luvuyo became a tour guide, which he did for the next few years.

"I used to live only from my tips and did not touch my salary. But the money was not enough when I wanted to start a family. I then joined the South African Police Service (SAPS) as a Constable, stationed at the Booysens Police Station."

Luvuyo Mdyogolo and his wife, Cynthia.

In 1999, he quit the SAPS, as greener pastures winked at Transnet. He started as a cash book clerk and worked his way up to become a trade union representative for SARWHU, only to jump to Satawu after the merge with UTATU.

"I soon realised my mistake. There was too much focus on politics and very little on the rights of workers. I then joined UASA and was once again left disappointed. It was only after I joined UNTU, under the leadership of the former General Secretary, Chris de Vos, that I felt I had found my home," says Luvuyo.

Chris used to tell him: "Young man, continue to do what you are doing, and you will bear the fruit."

This father of four and grandfather of two has never looked back.

He made history during the wage strike in 2010 by ensuring that his branch came to a complete standstill for the first time.

"My motto is that I don't easily get intimidated or scared. I am straightforward. When I am at work, I fight for the issues of workers. When I am at home, I practice politics, as it has no place in the workplace. I am a card-carrying member of the ANC, but that is irrespective of my work as FTUR."

Luvuyo is married to Cynthia Nthekoane Mdyogolo (32), an UNTU TUR at the Natal Spruit Branch.

When the couple is not busy with Union work, they enjoy spending time together and supporting their favourite soccer team, Kaizer Chiefs. Luvuyo wants to complete his studies and obtain his LLB-degree before he would like to be appointed to the Secretariat of UNTU.

Making a difference at Prasa

Luyanda Qoyi has a gut feeling that the crippled Passenger Rail Agency of South Africa (Prasa) will be back on track within the next five years, and he wants to make a positive contribution to the growth and job creation at the company.

To prepare himself for this role, Luyanda, a train driver and Chairman of UNTU's Prasa Tafelberg Branch, wants to further his studies at a university in a management direction. "I see my career path in contributing to Prasa by creating jobs. For that I need skills, so I am taking it step by step," says the 34-year old.

Luyanda left his position as a supervisor at a clothing company to join Prasa's leadership programme in 2009 to become a train driver, due to the shortage of train drivers.

"In the clothing industry, as a supervisor, I was earning less money than a metro guard. So, I grabbed the opportunity and felt that I was going somewhere when I made the career move."

Luyanda takes pride in the fact that he can make a meaningful contribution to the economy by transporting workers to and from work. "When the public transport industry is not effective, it has a negative impact on the productivity of the whole economy."

When Luyanda started working for Prasa, he was caught off guard by the fact that there were two recognised trade unions to choose from, UNTU and Satawu. In the clothing industry, it was a closed shop where employees only belonged to a union.

At first, Luyanda decided not to join any of the two unions, but to observe how they serve their members.

Luyanda Qoyi

"Satawu came across as very unprofessional compared to the UNTU Trade Union Representatives. The UNTU representative always gave feedback and knew what was going on. I also loved the fact that UNTU was transparent about its finances. You know what the Union is doing with your monthly contribution," says Luyanda.

He was elected as an UNTU Trade Union Representative (TUR) in 2014 and became the Branch Chairman in 2015.

Luyanda believes that TUR's must not allow their status to go to their heads but must remain the people they were before they were elected. "Know your members, be visible, stop being lazy and assist employees irrespective of which union they belong to. Eventually, they will join you just because of the excellent service you provide," he says.

Manette a proud grandmother

Manette Havenga, the personal assistant of UNTU President Wyndham Evans, became a grandmother recently. UNTU would like to congratulate her daughter and her son-in-law, Jaco and Marilee Jonker, with the birth of their firstborn, Amoré Jonker (2,8 kg). Granny Manette says she is blessed and that the baby is a gift from God.

COPPER THEFT

Single largest threat to state-owned enterprises

Copper theft has become the single largest threat to the existence of state-owned enterprises (SOE's) in South Africa, which lose between R12 and R15 billion annually in profits as a result of this growing illegal trade.

The harsh reality is that Zambia and the Democratic Republic of Congo, situated on a natural copperbelt in Africa and known for its copper mining, are unable to produce enough copper to sell to copper-thirsty economies in the East, mainly India and China. China's demand constitutes about 40% of the global demand.

Dr Major-General Chris de Kock, former head of Crime Research and Intelligence, says the result is that copper theft has increased rapidly in South Africa and in Europe, especially in countries like France and Britain, to meet the constant demand.

South Africa has become a big exporter of copper, most of it obtained illegally, either through its own borders or through Maputo in Mozambique.

"Unfortunately, the South African Police Service (SAPS) lacks the skills and expertise in crime intelligence to infiltrate these well-organised international crime syndicates and arrest the kingpins to bring them to justice," says De Kock.

Research done by criminologist William Pretorius indicated that copper theft is one of the most serious challenges facing economic growth and development in South Africa.

Telkom, Eskom, Transnet, the Passenger Rail Agency of South Africa (Prasa), as well as municipalities, are the main targets of the multibillion-rand thieving. Eskom is particularly vulnerable, with approximately 370 000 kilometres of exposed electrical cabling that covers vast distances over kilometres of remote areas. Transnet faced a similar challenge in securing 23 000 km of rail track. In 2009/10, Transnet was consistently losing more than 20 km of copper cables to criminal syndicates each month. In some cases – back in 2011 – thieves got away with up to 8 km of cable in one go.

Earlier, Transnet stated that its loss due to the theft of overhead copper conductor cable was R1,6 million per day. Metrorail stated that it has lost R51,4 million between April 2015 and 30 September 2017 due to copper theft and vandalism.

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According to De Kock, these organised crime syndicates know that SOE's cannot afford enough private security to guard all its copper infrastructure. Where security is present, they often turn a blind eye due to the increasingly violent nature of the syndicates.

De Kock says that because there is a lot of money involved, corruption and bribery are rife. In a recent incident at Transnet, engineering students were caught red-handed when they were putting 36 kg of copper into backpacks they carried past security officials.

"Combatting copper theft is actually the responsibility of the SAPS, but the high violent crime levels in South Africa makes it way too easy for the police to pass the buck and neglect its Constitutional responsibility to protect the country's infrastructure," says De Kock.

Although the Criminal Matters Amendment Act makes provision that any person who unlawfully and intentionally tampers with, damages or destroys essential infrastructure, or conspires with or assists another person to do so, and who knows or ought reasonably to have known or suspected that it is essential infrastructure, is guilty of an offence and is liable on conviction to a period of imprisonment not exceeding 30 years, it does not serve as a deterrent because it is not imposed by the courts.

In the most recent case, three copper thieves, that were caught by Prasa at the Longdale Cemetery in New Canada Crown, were only sentenced to an effective term of ten years imprisonment.

Their conduct resulted in 11 trains being delayed by more than six hours during morning peak times.

According to De Kock, the SAPS are incapable of catching copper thieves and where they are caught red-handed, the investigation is done so poorly that they walk free anyway.

"It is also important to take note that the criminals are easily able to bribe and corrupt officials. It will always remain a dangerous cycle of events," says De Kock.

Steve Harris, General Secretary of UNTU, says the courts do not seem to consider that innocent workers lose their jobs due to constant late-coming because of delayed trains. These workers are mostly the sole providers of an extended family. The courts seem to disregard these aggravating circumstances.

De Kock believes the only solution for Transnet and Prasa is to put alarms on all their copper cables that will activate as soon as there is any movement. The alarms must be linked to mobile armed reaction units that must be able to reach the area within five minutes.

"This is an effective but very costly way of combatting cable theft. It is also just a temporary solution. Copper theft will continue to kill our economy unless the SAPS develop proper crime intelligence in the field, infiltrate the syndicates and get to the kingpins to kill the illegal export market," De Kock says.

- *Copper theft 24/7/365 hot-line (countrywide) – 011 265 3630/31/32/36.*

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UNTU DIRECTORY

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	Chairman	Short	John	071 481 6975	031 361 6164	–	john.short@transnet.net
	Secretary	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Durban Infra	Chairman	Biljoen	Linda	082 852 9478	031 361 4318	086 726 0711	linda.biljoen@transnet.net
	Secretary	Coetzee	Marcel	083 854 2085	031 361 2155	031 361 3392	marcel.coetzee@transnet.net
Ermelo	Chairman	Olivier	Egbert	082 612 8519	–	–	olivieregbert@yahoo.co.za
	Secretary	Shabangu	Mxolisi	072 025 5148	017 801 2052	–	mxolisi.shabangu@transnet.net
Ladysmith	Chairman	Mazibuko	Sipho	073 288 3574	–	–	Sipho.Mazibuko@transnet.net
	Secretary	De Bruin	Ernst	084 506 3709	036 271 2001	–	tingeling@telkomsa.net
Maritime Durban	Chairman	Phethwa	Wiseman	083 721 2250	031 361 8377	086 677 6040	wiseman.phethwa@transnet.net
	Secretary	Govender	Seelan	084 309 4287	031 361 6610	–	seelan.govender@transnet.net
Maritime Richards Bay	Chairman	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
	Secretary	Ndaba	Joseph	074 793 1422	035 905 3130	–	Joseph.Ndaba@transnet.net
Newcastle	Chairman	Van Der Hyde	Willem	083 308 5375	034 328 7202	–	Willemdude49@gmail.com
	Secretary	Thwala	Thembeka	072 536 5798	034 328 7235	086 218 9144	Thembeka.Thwala@transnet.net
Pietermaritzburg	Chairman	Holtshausen	Charles	082 336 2708	033 897 2460	033 897 2460	btholtshausen@gmail.com
	Secretary	Mnengela	Muzi	083 366 5200	033 897 2727	033 897 2773	utatupietermaritzburg@transnet.net
Metro Durban	Chairman	Tikum	Hardhaw	083 756 4484/061 016 0862	031 813 0226	–	Hardhaw.Tikum@prasa.com/htikum@gmail.com
	Secretary	Munsaur	Vikash	082 309 8937	031 361 7821	–	Vikash.Munsaur@prasa.com
Richards Bay	Chairman	Hattingh	Walter	083 547 3059	035 906 7193	–	walter.hattingh@transnet.net
	Secretary	Verster	Paul	072 233 1525	035 905 2034	035 905 2041	paul.verster@transnet.net
TRE Durban	Chairman	Naidoo	Krishnan	084 686 1556	031 361 5103	–	UtataTRE.PortEg@transnet.net/Krishnannaidoo@gmail.com
	Secretary	Rampersad	Sanjay	082 721 7833	031 361 5694	086 573 2747	Sanjay.Rampersad@transnet.net
TRE Traction Durban	Chairman	Bezuidenhout	Hendrik	083 412 3174	031 361 5963	–	Bez.Bezuidenhout2@transnet.net
	Secretary	Allanson	Michael	083 661 3528	031 361 5354	–	Michael.Allanson@transnet.net
TRE Richards Bay	Chairman	Msweli	Bonginkosi	082 588 5565	035 905 4178	–	bonginkosi.msweli@transnet.net
	Secretary	Mathiso	Cynthia	078 479 1492	–	–	cynthia.mathiso@transnet.net
Umbilo	Chairman	Rankin	Rodney	082 874 7797	031 361 5205	–	rodney.rankin@transnet.net
	Secretary	Heijmans	Jakobus	078 282 3237	031 361 4033	–	remon@iburst.co.za/remonheijmans@gmail.com
Vryheid	Chairman	Ndwandwe	Mandla	083 710 4031	034 989 9310	–	alexander.ndwandwe@transnet.net
	Secretary	Malinga	Nkosinathi	083 444 0386	034 989 9430	–	Nkosinathi.Malinga2@transnet.net
Wentworth	Chairman	Govender	Reagan	072 690 0706	031 361 4079	031 361 4330	untuwddtfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4330	untuwddtfr@transnet.net

AREA 2 – EASTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	–	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Burgersdorp	Chairman	Wheeler	Phillip	083 409 8689	051 653 9219	051 653 9205	Jacobus.vanzyl@transnet.net
	Secretary	VACANT	–	–	–	–	–
Cradock	Chairman	Els	Andries	084 205 8529	049 802 8224	–	Andries.els.05@gmail.com
	Secretary	Pain	Basie	078 320 1130	049 822 8227	–	basie.pain@transnet.net
East London	Chairman	Pautz	Clive	078 802 5566	042 700 4317	042 700 4207	clive.pautz@transnet.net
	Secretary	Groves	Clayton	076 098 3309	043 700 4341	043 700 4546	clayton.groves@transnet.net
Mossel Bay	Chairman	Prinsloo	Marius	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare	Jacques	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Emery	Douglas	082 315 9826	043 700 2410	–	douglas.emery@transnet.net
	Secretary	Faltein	Kerwin	071 688 2883	043 700 2130	–	kerwin.faltein@transnet.net
Maritime Port Elizabeth	Chairman	Galvin	Roan	084 504 0562	041 507 1589	–	galvin.roan@transnet.net
	Secretary	VACANT	–	–	–	–	–
Maritime Nqgura	Chairman	Venter	Anton	082 465 6686	041 507 8326	041 507 8328	anton.venter@transnet.net
	Secretary	Julie	Venencia	073 535 3221	041 507 8397	–	venecia.julie@transnet.net
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160	–	untuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160	–	kolelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barend	076 882 4789	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Meyer	Wayne	074 668 4519	–	–	wayne.meyer@transnet.net
	Secretary	Bubb	Malcolm	083 952 4967	041 994 2341	041 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	071 893 2831	045 808 2080	–	petrus.barnardo@transnet.net
	Secretary	Van Heerden	Leon	083 944 9385	045 808 2022	045 808 2150	Use fax

AREA 3 – WESTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
	Secretary	Fourie	Barbara	073 047 9335	021 507 2267	021 507 2224	bfourie@metrorail.co.za
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Beaufort West	Chairman	Janse van Vuuren	Jacques	082 355 1166	023 449 2140	023 449 2177	jacques.jansevanvuuren@transnet.net
	Secretary	Van Niekerk	Lillian	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com
Cape Town	Chairman	Davies	Peter	083 947 9119	021 940 2818	021 940 3438	Peter.Davies@transnet.net
	Secretary	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
Maritime Cape Town	Chairman	Coetzee	Chantal	076 083 1930	021 449 4285	–	chantal.coetzee2@transnet.net
	Secretary	Van Rooy	Olivia	082 322 5898	021 449 3045	021 449 4175	olivia.vanrooy@transnet.net
Maritime Saldanha	Chairman	Wevers	Ply	073 397 3179	022 703 4831	022 703 4952	ply.wewers@transnet.net
	Secretary	Mbonyana	Sibongile	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyana@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970	021 449 5349	021 449 2104	estherlivhuvani35@gmail.com
	Secretary	Matsepe	Moitheri	073 704 8688	081 338 4003	021 449 2104	mmatsepe@metrorail.co.za
Metro Disa	Chairman	Cupido	André	083 429 0161	–	–	Andrecupido@gmail.com
	Secretary	Rhelegushe	Simphiwe	063 443 1782/079 930 9275	021 940 3316	–	srelegusme@prasa.com
Metro Liesbeeck	Chairman	Fourie	Barbara	073 047 9335	021 507 2248	021 507 2248	bfourie@metrorail.co.za
	Secretary	VACANT	–	–	–	–	–
Metro Tafelberg	Chairman	Qoyi	Luyanda	078 866 8381	021 449 5532	–	lqoyi@prasa.com
	Secretary	Kwintshi	Thami	082 737 8922	021 449 6430	–	tkwintshi@prasa.com
Saldanha Orex	Chairman	Saul	Lutwena	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	Du Toit	Luzanne	072 245 0949	022 703 3318	022 703 3330	Luzanne.DuToit@transnet.net
TRE Cape Town	Chairman	Slabber	Shawn	082 723 3490	021 507 2388	–	shawn.slabber99@gmail.com
	Secretary	Benayo	Mandlenkosi	073 292 8472	021 507 2281	–	Mandlabenayo@gmail.com
Vredendal	Chairman	VACANT	–	–	–	–	–
	Secretary	Brand	Neil	078 445 6422	022 703 3515	022 703 3552	neilbrand8@gmail.com
Worcester	Chairman	Steyn	Leon	083 293 7523	023 348 4218	023 348 4306	leonsteyn1961@gmail.com
	Secretary	VACANT	–	–	–	–	–

AREA 4 – FREE STATE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Scheepers	Marthinus	073 090 6754	082 408 2673	–	marthinus.scheepers@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Bethlehem	Chairman	Nhlapo	Ally	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net
	Secretary	Taaso	Thabo	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com
Bloemfontein	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Swanepoel	Corné	060 654 4995	051 408 3302	–	corne.swanie@gmail.com

BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Kroonstad	Chairman	Dreyer	Douw	082 920 9450	011 978 2737	011 978 2737	douw@untu.co.za
	Secretary	Kruger	Andries	083 451 7351	056 268 2106/2141	056 268 2146	dries.kruger@transnet.net
TRE Bloemfontein	Chairman	Bezuidenhoudt	Kobus	071 268 6100	–	–	Kobus.Bezuidenhoudt@transnet.net
	Secretary	Scheepers	Marthinus	073 090 6754	052 408 2673	–	Marthinus.Scheepers@transnet.net

AREA 5 – GAUTENG CENTRAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	De Koker	Scott	082 046 6815	082 324 9169	–	scott@untu.co.za
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuene@untu.co.za
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Braamfontein	Chairman	Stoltz	Henning	083 709 1480	011 773 4734	–	Hstoltz@prasa.com
	Secretary	Ntuli	Mphonyana	079 172 0104	011 773 3696	–	mntuli@prasa.com
Bombela	Chairman	Makwela	Thabiso	073 688 9073	011 253 3019	–	thabiso.makwela@bombelaop.co.za
	Secretary	Mashele	Themba	071 533 1500	011 253 0068	–	Themba.mashele@bombelaop.co.za
Esselenpark	Chairman	Van Rooyen	Johan	060 539 6644	082 469 2390	–	andre.vanrooyen2@transnet.net
	Secretary	Maphunye	Chris	082 767 1076/083 476 2375	011 929 1112	011 774 9017	chris.maphunye@transnet.net
Germiston	Chairman	Motau	Thabo	083 880 2778	011 820 2622	011 820 2318	thabo.motau@transnet.net
	Secretary	Mathivha	Rendani	078 508 3238/076 156 1415	011 820 2584	–	Rendani.Mathivha@transnet.net
Heidelberg	Chairman	Njowa	Peter	083 399 9626	016 340 7227	–	peter.njowa@transnet.net
	Secretary	Gwebu	Sipho	083 925 2406	016 340 7227	016 340 7223	sipho.gwebu2@transnet.net
Isando	Chairman	Mathebula	Andreas	071 827 3298	–	–	andreas.mathebula@transnet.net
	Secretary	Mtshweni	Wenzile	074 028 8561	011 570 7030	–	bwmtshweni1@gmail.com
Kaserne	Chairman	Mathekga	Noah	072 799 7297	011 330 6061	–	noahmathekga@gmail.com
	Secretary	De Koker	Scott	082 046 6815	082 324 9169	–	scott@untu.co.za
Krugersdorp	Chairman	Van Zyl	Abraham	084 802 7459	011 950 1251	–	Riekievz.vz@gmail.com
	Secretary	VACANT	–	–	–	–	–
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
Metro – Central	Chairman	Swart	Blackie	071 462 2307	011 773 8112	–	peet@untu.co.za
	Secretary	Matshidze	Thabelo	081 715 2205	–	–	blecngtm@gmail.com
Metro – East	Chairman	Grobler	Frederick	083 276 8715	–	–	Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783	–	–	yzf1000.yama@gmail.com
Metro – West	Chairman	Hagemann	Ockert	083 275 9991	011 278 2304	–	ockert.hagemann@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204	–	smit.albertus.j@gmail.com
Parktown	Chairman	Mdyogolo	Luvuyo	071 363 6988	011 584 0574	011 774 9909	luvuyo.mdyogolo@transnet.net
	Secretary	Groenewald	Sannie	073 660 3605	011 584 0996	–	sannie.groenewald@transnet.net
Sentrarand	Chairman	Mulaudzi	Vhulahani	082 973 8120	011 960 2011	–	Mulaudzi777@gmail.com
	Secretary	Njoro	Botshelo	083 648 4774/071 960 2068	011 960 2316	–	botshelo.njoro@transnet.net
Springs	Chairman	Monana	Lever	072 536 8388	011 365 7361	–	monam.lev@gmail.com
	Secretary	Grimsell	Kenneth	073 809 6086	011 365 7361	–	kgrimsell@gmail.com
Standerton	Chairman	Mthembu	Sibusiso	083 748 3616	083 709 1495	–	sbusisomthembu54@gmail.com
	Secretary	VACANT	–	–	–	–	–
TRE Germiston	Chairman	Mudau	Phindile	071 134 3906/076 540 0458	011 820 2716	–	Audrey.Mudau@transnet.net
	Secretary	Mikase	John	011 820 2716	–	–	jrmikase@gmail.com
TRE Sentrarand	Chairman	Tsekedi	May	061 146 7583	011 960 2123	–	May.Tsekedi@transnet.net
	Secretary	Dube	Vusi	072 130 4290	011 960 2405	–	vusi.dube@transnet.net

AREA 6 – NORTHERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Menziwa	Yandiswa	083 480 1613	053 632 8303	–	Ymenziwa.yaya@gmail.com
	Secretary	Maphike	Sipho	073 842 6474	018 632 0894	–	sipho.maphike@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Lichtenburg	Chairman	Tokwe	Oneilwe	078 970 6035	018 632 0274	–	Oneilwe.tokwe@transnet.net
	Secretary	Maphike	Sipho	073 842 6474	018 632 0894	–	sipho.maphike@transnet.net
De Aar	Chairman	VACANT	–	–	–	–	–
	Secretary	Menziwa	Yandiswa	083 480 1613	053 632 8303	–	Ymenziwa.yaya@gmail.com
Kimberley	Chairman	Content	Abraham	073 483 0034	053 838 3414	053 838 3363	Abraham.Content@transnet.net
	Secretary	VACANT	–	–	–	–	–
Mafikeng	Chairman	Malisha	Gundo	076 186 8304	018 381 9250	–	gundo.malisha@transnet.net
	Secretary	Manca	Collin	078 267 6257	018 381 9271	018 381 7201	Use Fax
North West (Klerksdorp)	Chairman	Cimela	Abram	071 586 4664	018 406 2206	018 406 2030	cimelaba@gmail.com
	Secretary	Msibi	Winnie	060 559 7207	084 433 2112	018 406 2004	nkgutliseng.winnie@gmail.com
Postmasburg	Chairman	Mojaki	Tshepo	078 680 2754	053 838 2712	–	itmojaki@gmail.com
	Secretary	Botha	Sobuza	083 678 7317	053 313 7210	–	itmojaki@gmail.com
Sishen	Chairman	Mocumi	Letlhogonolo	083 492 5752	053 723 9231	053 723 9239	Letlhogonolo.mocumi@transnet.net
	Secretary	VACANT	–	–	–	–	–
Warrenton	Chairman	VACANT	–	–	–	–	–
	Secretary	Mgwevu	Ndumiso	074 844 2482	053 494 3236	–	untuwarrenton@transnet.net
Upington	Chairman	Van der Merwe	Petrus	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	Phillips	Margorie	082 821 7535	054 338 3437	054 338 3340	margorie.phillips068@gmail.com

AREA 7 – GAUTENG NORTH

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Leshabana	Steven	083 559 9419	–	–	steven.leshabana@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Komatipoort	Chairman	VACANT	–	–	–	–	–
	Secretary	Mbuyane	Mandla	082 745 7847	013 793 9986	–	Mandla.Mbuyane@transnet.net
Lydenburg	Chairman	Mkonto	Defference	072 094 0352	013 235 8243	–	mkonto.dp@gmail.com
	Secretary	Khoza	Khodani	076 954 1181	011 774 2015	–	kodimotumba.kk@gmail.com
Musina	Chairman	Matlala	Stephen	072 532 6699	015 519 4245	015 519 4248	Willem.vermaak@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
Nelspruit	Chairman	Kolokoto	Sello	072 249 0340	013 752 9310	–	kolokotosello@gmail.com
	Secretary	Ngomane	Thulane	078 204 2403	013 751 9233	–	ikemshika@gmail.com
Phalaborwa	Chairman	Muleya	Alfred	074 676 2136	015 781 9035	–	alfredmuleya47@gmail.com
	Secretary	Semata	Phumudzo Clifford	072 986 2507	–	086 622 3409	Utatusarhwuphalaborwa@transnet.net
Polokwane	Chairman	Mosebedi	Sonnyboy	079 502 4142	015 299 6487	–	sonnyboy.mosebedi@transnet.net
	Secretary	Pheta	Modjadji	083 380 4775	015 299 6485	011 774 9440	modjadji.pheta@transnet.net
Pretoria	Chairman	Khotle	Sam	073 307 6868	012 315 8409	–	GRP-TFR-UNTUPRETORIA@transnet.net
	Secretary	VACANT	–	–	–	–	–
Metro Pretoria	Chairman	Flavell	Eddie	083 554 8015	–	–	eflavell@prasa.com
	Secretary	Mashige	Michael	079 963 5454	–	–	michaelmashige@gmail.com
Pyramid	Chairman	Tajane	Gabaikanngwe	073 405 2108	012 521 9415	012 521 9497	Gabaikanngwe.Tajane@transnet.net
	Secretary	Mhlongo	Charles	071 869 9229	012 521 9573	012 521 9526	charles.mhlongo@transnet.net
Rustenburg	Chairman	Motlhabi	Tebogo	073 974 7074	–	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779	014 590 2226	–	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206	–	Hlayiseka.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	–	t.mahlauli@gmail.com
TE Pretoria	Chairman	Nel	Alwyn	082 371 0419	012 521 9580	–	alwyn.nel@transnet.net
	Secretary	VACANT	–	–	–	–	–
TE Koedoespoort	Chairman	Brink	Izak	082 827 9151	012 842 5317	–	izak.brink@transnet.net
	Secretary	Oosthuizen	Hannes	079 081 0907	012 842 5273	–	Johannes.Oosthuizen@transnet.net
Waterval-Boven	Chairman	Mmola	Evance	079 602 8585	013 257 5028	–	haizelmmola@gmail.com
	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024	–	doctoroupa@gmail.com
Witbank	Chairman	Mudalahothe	Obert	076 262 0674	–	–	avhatakali26@gmail.com
	Secretary	Leshabana	Steven	083 559 9419	–	–	steven.leshabana@transnet.net

IF YOU HAVE A PROBLEM, PHONE US ON TEL: 011 728 0120

From fashion designer to graduating as a nurse

Nonhaanhla Ntetronella (Nonhla) Mthethwa (31), the daughter of UNTU Organiser Alfred Mthethwa, has just graduated as a staff nurse and is now working towards becoming a matron one day. "Caring for people has always been my passion. It is God's calling for me," says Nonhla.

Growing up, she always wanted to become a nurse. After she finished school, she realised that she had an exceptional talent as a fashion designer and made a name for herself in designing and creating outfits for special occasions.

"It was my late grandmother, Badikezile (87), who always told me to follow my dreams. She said that she will always be with me and I believe her spirit was with me when I graduated," says Nonhla.

Her grandmother lost her battle with cancer the week before her graduation. "Although it was very difficult, it was an honour for me to be able to care for her in hospital as a student during her last days."

Nonhla says she decided to make a career change because she could not handle seeing ill patients waiting in queues, not getting care, because of the huge shortage of nurses in South Africa.

She is very grateful for the prayers and support she received from her parents and her husband, Skhumbuzo Sibiya, to whom she has been married for the past ten years. "They always encouraged me not to give up. It was not easy to study and to raise my two children, a girl and a boy."

Nonhla Mthethwa

UNTU STOP ORDER

Please complete all fields in clear print!

TITLE: _____ INITIALS: _____ SURNAME: _____

FIRST NAMES: _____ I.D. NUMBER: _____

ADDRESS: _____ POSTAL CODE: _____

EMPLOYEE / SAP NO: _____ GOLF SHIRT SIZE (S – 5XL): _____

TEL (H): _____ (W): _____ FAX: _____

CELL: _____ E-MAIL ADDRESS: _____

CENTRE / DEPOT: _____ JOB TITLE: _____

- Formula for calculating subscription: 1% of basic monthly salary (minimum of R46,00 and a maximum of R81,00), effective from 1 April 2017.
- I, the undersigned, hereby authorise the relevant company as indicated in the table below to monthly deduct the amount as calculated per the above formula from my salary, and to pay this amount to UNTU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

Prasa – Metrorail		Transnet Port Terminals (TPT)		Transnet Freight Rail (TFR)		Transnet Pipelines (TPL)	
Prasa – MLPS		Transnet National Ports Authority (TNPA)		Transnet Freight Rail (TFR) – RME		Bombela	
Prasa – CRES		Transnet Group Capital		Transnet Properties		Bombardier	
Prasa – Technical		Transnet Engineering (TE)		Transnet Corporate		Other	

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

I fully understand and accept that this STOP ORDER can only be cancelled by giving a month's written notice to the General Secretary.

NOMINEE FOR DEATH BENEFIT: I, the undersigned, hereby nominate and appoint:

(1): _____ Relationship: _____ I.D. NO: _____

(2): _____ Relationship: _____ I.D. NO: _____

to be my nominee/s. This death grant shall form no part of my legal estate and shall be neither executable nor attachable at the instance of any creditor of mine, but shall be paid directly to my nominee.

SIGNATURE: _____ DATE: _____

ENROLLED BY: INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAILS: BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NUMBER: _____ TYPE OF ACCOUNT: _____

ENROLLER'S SIGNATURE: _____

FOR OFFICE USE

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:
The General Secretary, P.O. Box 31100, Braamfontein, 2017 • Fax: 011 728 8258
Internal Fax: 011 773 7920 • E-mail: headoffice@untu.co.za

Dream come true for Cara

Cara Pereira

The hard work of setting an example for others paid off for Cara Pereira (17) when she was elected as the Deputy Head Girl of Hoërskool Akasia in Pretoria for 2018. Cara is the youngest daughter of John Pereira, Deputy General Secretary of UNTU.

Her new role as Deputy Head Girl is a dream come true. During her term, Cara wants to break the barrier between Afrikaans and English-speaking learners in her school. "I don't want it to be us and them. I want to enhance the feeling of solidarity amongst all learners."

Cara says she would not have been able to achieve her goal if it wasn't for the morals, values and work ethics that her father and her mother, Hannelie, taught her.

"I am what I am today because they were the example I had to live up to."

Cara is not yet sure what she wants to study after completing her matric, but knows that she wants to care for other people.

"I might become a doctor or a physiotherapist. I love working with people."

Quinton is a natural leader

Quinton Heymans

Quinton Heymans (13), the son of UNTU member Danie Heymans, a train driver for Prasa, has been chosen as a leader of Laerskool Unitaspark in Vereeniging for 2018.

His dad says he realised that Quinton had exceptional leadership qualities and would make it far one day when his son was 11 years old. "When the school read out his name, I cried like a baby. I was so proud," says the father of four.

Danie believes Quinton must have taken after his mother, Grieta, who was a Deputy Head Girl in high school.

Quinton is not only a strong academic student but also plays rugby for the first team of the school, along with his younger brother, Juan (12).

Shocking deterioration along railway lines

The urban areas surrounding our railway lines have deteriorated to such a shocking extent that it has become dangerous to use – mostly due to illegal immigrants utilising it as housing. The theft of cables and other infrastructure, armed robbery of Prasa employees and commuters, and the vandalism of the railway network are a daily occurrence across the country.

Prasa believes it doesn't have the jurisdiction to clean up the railway line. The crippled state-owned enterprise says its hands are tied, and it is unable to address the problem that results in the daily delays of its Metrorail trains on various routes.

If trains continue to arrive late at their destination, commuters will repeatedly be late for work – resulting in a dismissible offence.

There seems to be a dispute as to whether or not the South African Police Service (SAPS) is responsible for safeguarding Prasa's property. In court documents before the Western Cape High Court, the SAPS states that it has a Constitutional obligation to protect all South Africans and their property, but that this does not apply to property privately owned by juristic persons, such as Prasa.

Dr Johan Burger, former senior researcher at the Institute for Security Studies (ISS), differs from the SAPS. According to him, the SAPS had a responsibility to continue ensuring the safety of the infrastructure, employees and users of railway lines when the former Railway Police Services were demolished in the 80s and merged with the SAPS. Afterwards, nothing came of the promises that Government would ensure and oversee railway safety.

Prasa views this as a contravention of the Criminal Matters Amendment Act of 2015. This Act imposes a minimum sentence for essential infrastructure-related offences. That includes the tampering, disturbing, interference or interruption of the services by any means.

If you are found guilty, you can be sentenced to a maximum of 30 years imprisonment or fined to a maximum of R100 million. Unfortunately, we don't see these sentences being imposed.

"The legal justice system and the SAPS are failing commuters, and one would like to see them being held accountable for that, even if it is in a civil claim by a commuter," says Burger.

Numsa bully won't intimidate her, says *Labour Report* editor

A mere two weeks before South Africa joined the worldwide campaign of 16 Days of Non-Violence Against Women and Children, I was threatened by a senior Numsa official that said he would ensure that I get raped, and my children get murdered if I don't stop informing UNTU members that Numsa is misleading them.

This phone call on 9 November at 12:05 from Numsa's Head Office in Newtown, Johannesburg, caught me off guard. I assumed it was an UNTU member phoning me to ask for assistance.

However, after the caller, a prominent official, identified himself, he immediately started threatening me about the communication I am sending out to UNTU members as your Media, Liaison and Communication Officer, the only female Deputy General Secretary at UNTU, about Numsa's repeated unsuccessful attempt at recognition in Transnet and the Passenger Rail Agency of South Africa (Prasa).

I am no stranger to death threats and have been exposed to it my whole life. My late father, Martin Deysel, was the General Secretary of the oldest and first non-racial trade union in South Africa and was a founding member of Fedusa.

I was in primary school when the death threats against him and our family were so severe that his union installed bulletproof windows at our house and appointed a bodyguard to pick my sister and me up at school and escort us to safety.

As a renowned legal journalist, who broke several international stories, I was also threatened, and my name came up in various trials. If it wasn't the so-called "Boeremag" alleging that I was a spy for the South African Secret Services, the National Prosecuting Authority (NPA) illegally obtained my e-mails about charity projects to my friend, Adv Glynnis Breytenbach, to use it against her.

This never unsettled me. As a Director of the Sinoville Crisis Centre, a non-profit organisation assisting victims of crime with free counselling, I see myself as an activist in our fight for the protection of women and children.

But to threaten to have me followed and raped and my beautiful daughters, aged 14 and 12, murdered, this individual from Numsa has taken it a step too far.

Yes, I can lay a charge of intimidation with a minimum sentence of 15 years imprisonment against him. He will immediately be arrested due to the seriousness of the charge. But who will suffer? The family he is providing for.

I have decided against it. As a South African who had the exceptional privilege to meet our beloved late president Nelson Mandela, I will show this Numsa bully and all his cronies that abusive behaviour does not pay off. We should all rather strive to live the values of mutual respect for all that Madiba taught us.

Let us as women of all races, irrespective of the union to which we belong,

Sonja Carstens meeting the late president Nelson Mandela.

stand together to correct the behaviour of men like this Numsa official, who is an insult to the mother who raised him and the wife who loves him.

~ Sonja Carstens, Editor of the *Labour Report*.

From game time to winning big time!

An UNTU member won prize money of R210 000 doing what he loves most: playing games on his cell phone.

Patrick Hood (35), a Metrorail train driver from Vereeniging in Gauteng, came second in the MTN Play GamezBoost Summer Challenge in October, where he had to play cell phone games over four weeks.

He and seven other participants qualified for the live final, held at the rAge Gaming Expo at the Ticketpro Dome in Johannesburg.

"This was a first for me. I have never won anything before. I love playing games on Facebook. I started playing games when I was five years old, the old Pacman game. It is simply in my blood," says Patrick, the son of retired UNTU Trade Union Representative Mike Hood (64).

Patrick Hood

He plays using the names Patta (a nickname he got in school), Pattareborn, MonsterPatta and PJRZH.

According to Patrick, he ensures that he is always able to be "connected". He drives his train with extra power bank packs and cell phones.

"I am not allowed to handle my cell phone when I am driving, but I do play when I am stranded at a red signal, where I can sit for hours before the line is cleared."

At first, nobody at work wanted to believe him. Until he showed them the massive cheque he received. "Now everybody is very nice to me and want to borrow some money," says Patrick.

This father of three already invested his prize money. He wants to use it as a deposit towards buying a house. He has been looking at houses that are near to schools and his work for some time now.

His recipe for doing so well at playing games? Patience. "According to me, one needs ample patience for doing anything in life."

Patrick has been a proud UNTU member since 2002 and has never been in trouble at work. He started his career as a metro guard, but has been a train driver for the past ten years.

He looks forward to participating in the same game in February next year, if he qualifies.

Another hurdle in the accountability of officials

The Constitutional Court has ruled it almost impossible to hold Chief Executive Officers of state-owned enterprises, Director-Generals of government departments, and even Municipal Managers of municipalities, accountable for not implementing court orders.

The result is that the threat to be sentenced to imprisonment for contempt of a court order will no longer serve as a motivation for the most senior officials to ensure that those who report to them, adhere to a court ruling.

In a unanimous judgement, Judge Bess Nkabinde ruled on behalf of the Constitutional Court that the applicant must prove there was *mala fide* (deliberate intent) to ignore the terms of the judgement before a contempt of court order will be granted.

The ruling comes after the Constitutional Court set aside the suspended six-month imprisonment sentence that Advocate Mothusi Lepheana, Municipal Manager of Matjhabeng in the Free State, was sentenced to after he failed to ensure the payment of Eskom's overdue electricity bills. His sentence was suspended on the provision that he had to comply with the order.

Shadrack Shivumba-Homu Mkhonto, the former Commissioner of the Compensation Fund, was also sentenced to three months' imprisonment for contempt of court, suspended for six months, after he did not ensure the payment of medical claims for employees 75 days after the submission thereof. He resigned from his position on 1 June 2015.

Both men appealed to the Constitutional Court against their conviction and sentence.

Nkabinde ruled that the first three requisites of contempt of court were present: the existence of an order, notice of that order, and non-compliance with that order. However, the final requisite, wilful and *mala fide* non-compliance, was not present.

"Where public officials are cited for contempt in their personal capacities, the officials themselves, rather than the institutional structures for which they are responsible, must have wilfully or maliciously failed to comply with an order," Nkabinde said.

Nkabinde emphasised that breaching a court order wilfully and with deliberate intent, undermines the authority of the courts and thereby adversely affects the broader public interest.

"The face of the Union" must pull up their socks

Trade Union Representatives (TUR's) of UNTU are the pillars of our Union and must adhere to the decisions and goals of the Executive Council and the Management Committee by continually striving to improve our service delivery.

"TUR's are the face of the Union in the workplace, the first person to whom a member will raise his or her grievance or problem, with the hope of getting first-hand advice immediately," says Wyndham Evans, President of UNTU, who declared 2017 the Year of Centralised Excellence.

"It is sad to say, but looking back on 2017, I don't feel that UNTU has reached the full potential of this goal. Over the past year the Secretariat, our team of Organisers and the members of the Executive Council received several complaints of non-functional branches and TUR's not fulfilling their obligation to serve our members to the best of their ability.

For Wyndham, this is a slap in the face of the Union, who has invested millions to ensure that its TUR's are well-trained by accredited institutions to ensure that our members get only the very best assistance and advice.

"If you are an elected TUR, you are accountable to those members who entrusted you with their votes. That means that excellent service delivery to all UNTU members is a non-negotiable aspect of your job. You have a mandate to represent the best interest of your members, and you have a responsibility to report back to the members on the progress thereof," says Wyndham.

Commitment, hard work, discipline and progressiveness is key to a TUR. "Remember, members entrusted you and elected you for this responsible position. Don't let them down, but rather take responsibility as a leader and develop your skills," says Wyndham.

Checklist of TUR duties:

- Execute the decisions of the Exco and the Management Committee.
- Promote the best interest of workers.
- Ensure that he or she can provide members with accurate information, even if they don't like the message. Never lie to a member.
- Hold frequent meetings with workers to address concerns.
- Report back to workers after each meeting with management.
- Monitor the employers' compliance with Acts, collective agreements, policies and conditions of service and report it to the Executive Council of the Secretariat if this is not the case.
- Represent the views of your workers in Union structures and play an active role in promoting the Union.
- Recruit new members to the Union and be up to date with the benefits that UNTU provides.
- Know the Constitution of the Union.
- Attend training provided by the Union to be able to represent members to the best of your ability.
- ***If your TUR is not doing his or her job and your branch is not doing anything about it, please send an e-mail to enquiries@untu.co.za.***

#UNTUCares

UNTU helped disabled member get employment

Mzwandile Xaba (32) will always remain loyal to UNTU after the Union assisted him to get a job with Transnet after he completed his internship.

"I was still a student when we were told we need to belong to a trade union to protect our rights in the workplace. I joined UNTU because I feel that my Union is transparent with its daily dealings. I never regretted my decision."

Mzwandile Xaba

After he finished his internship, Transnet informed him that they did not have a job for him at the time. With the help of UNTU, he did manage to get a job in Transnet.

Mzwandile is wheelchair bound after he was hit by a car as a pedestrian when he was a Gr. 11 high school student. Although he initially thought his disability would prevent him from achieving his dream of becoming an accountant, it did not.

This father of six is working as an administrator at Transnet Port Terminals in Durban. He needs to pass two more subjects before he obtains his diploma in business management.

After he has achieved this, he still aims to continue his path to become an accountant.

According to him, Transnet is a very accommodating employer towards the disabled. Where he works, there is always security officers to ensure that his parking is not taken by someone else, that he can get out of his car, the lifts that need to take him to his office are always working, and his office is accessible.

When he is not working shifts, he loves to spend time with his family, who resides in Port Shepstone.

Acts of Love reaches out to those in need

Kgosi Taele, assistant station security manager of the Gautrain in Midrand and UNTU Trade Union Representative (TUR), always wants to help those in need, even if he is not at work.

As a second-year theological student at the South African Theological Seminary, the 33-year old found a non-profit organisation (NPO), Acts of Love, where he can do just that in his spare time.

On its Facebook page, Acts of Love describes itself as an organisation that gives back to the community. Its head office is situated in Vorna Valley, Midrand.

"We are a channel through which God may not only reveal His compassion and love to help people in a time of great distress, but to bring physical support and hope in their hour of greatest need."

Kgosi says they are constantly busy distributing winter blankets, distributing food parcels, and assisting with planting vegetable gardens in communities so that they can provide for themselves. They also have a medical outreach programme where doctors give their time on a volunteer basis to examine patients who are struggling to obtain medical help.

He heard about Acts of Love in his church and volunteered to assist. He joined the NPO in 2011. To him it is heart-warming to realise how a little can go a long way. Acts of Love receives no funding from Government.

"It is special to see how many people are still prepared to give, providing that they can see what their money is being used for. Changing people's lives will always humble you because what we take for granted, means the world to them."

To Kgosi, those people who he has been assisting has become like a second family to him. "I have a heart for people. I am blessed to have a special grace to be tolerant and kind."

- *If you would like to donate to Acts of Love: Absa Bank, Branch Code 632005 and account number 40 7850 0983. You can also phone 011 805 2381 or visit the website www.actsoflove.co.za.*

New path awaits Dan Khumalo

November was a month of big changes for UNTU Exco Member Dan Khumalo of Transnet Freight Rail.

Not only was he informed that he got the post as an UNTU Deputy General Secretary responsible for, amongst others, the training of our Trade Union Representatives (TUR's), but his wife, Dineo Mankuru, also gave birth to his fifth child, Dan Khumalo jnr.

Dan says he decided to apply for the position of Deputy General Secretary after serving on UNTU's Exco for the past 11 years, before the merger of Sarwhu and Utatu.

"I believe I can add value to the administration of the Union," says Dan, who is aiming to become the next General Secretary of the Union when Steve Harris retires in five years' time.

He wants everybody to be constantly taking about UNTU and wants to enhance the publicity the Union is achieving to even more platforms. Dan also believes it will be great if UNTU can broaden its scope and represent employees in aviation.

Although Dan will be travelling from Soshanguve to Houghton in Johannesburg daily, he is adamant that he will continue with his participation in soccer. Dan is the owner and a player of the Danso Masters Soccer Team and the Chairman of the Tshwane Masters League. The father of three boys and two girls says he will continue to play soccer until his legs can't carry him anymore. He loves being involved in the administration and development of the sport.

He will take up his new position on 8 January 2018.

UNTU's track record sells the Union

Sphiwokuhle Sithole (30) joined UNTU in 2010 when she started working for Transnet and has never looked back.

"UNTU has always been my Union of choice after I learned about its proud history in representing the best interest of its members. Today, that is what I tell potential members when they ask me why they should join UNTU," she says.

Sphiwokuhle is the Yard Official at the Germiston Yard for Transnet Freight Rail; a UNTU Trade Union Representative (TUR) and she is a Gender Coordinator and Young Women Representative for UNTU under Fedusa and the International Labour Organisation (ILO).

In November last year, she got the opportunity to be enrolled in Fedusa's Young Leadership programme presented by the ILO. This has broadened her horizons and gave her more opportunities to develop her leadership skills.

Sphiwokuhle likes tackling challenges at work and helping colleagues as much as she can. She was the second women to be elected as a TUR at this depot – the first one gave up hope.

"I have a personal thing to show that women can do it. There is no such a thing as a man's world. We can be trained to do any job. At home, women normally fulfil three jobs, that of provider, mother and wife."

Her goal is to root out gender discrimination in the workplace. "If I fall pregnant, I will not be getting an incentive and won't be paid pay progression because my maternity leave will be held against me. I would like to rectify that because I believe women are discriminated against."

She will obtain her diploma in management at the end of 2017 and wants to study labour relations next year. To prepare herself, she loves reading the latest developments in labour law in her spare time.

"Thanks to UNTU and Fedusa, a whole new world opened up to me. I have had training in greening the economy and the impact of climate change that has given me a new outlook on life. I never used to worry about climate change because I considered it as something that will not have an impact on me. Now that I have had a head start, I am a much more courteous person."

She would like the Union to focus more on youth issues and youth development. "The youth have different needs and seems to be neglected."

Sphiwokuhle would also like to see more women represented in UNTU's leadership structures and see herself in one of these roles one day.

Sphiwokuhle Sithole

Obert Mudalahothe

Obert recruits 119 new members in two months!

Obert Mudalahothe, our newly appointed Full-time Trade Union Representative (FTUR) in Witbank (Emalahleni), won the Festive Season Recruitment Competition for the third time.

He won R10 000 for recruiting 119 new members for UNTU between 1 September and 31 October 2017.

"I am so glad. I will be having a good Christmas. From now on I will be known as the ultimate recruiter for UNTU," says Obert, who was informed about his good fortune while he was busy with an UNTU recruitment drive in Ermelo, Mpumalanga.

Obert was a train driver for Transnet Freight Rail before he was appointed as an FTUR. He loves his Union and is very dedicated to our members, ensuring that he put their best interest first.

His secret for recruitment is that his car is his UNTU office. "Wherever I go, I have my stop order forms with me. No matter who you are, I will approach you," says Obert.

Besides the R10 000, he also won the third place in the lucky draws that was held in September and October.

Obert also received R100 per new member, which applies to any member who recruits a colleague.

Lutwena Saul

Assisting members a passion for Lutwena

Lutwena Saul (47) does not get intimidated or sidetracked by her opponent's qualifications and job titles.

This UNTU Full-time Trade Union Representative (FTUR) of Transnet Freight Rail (TFR) in Saldanha refuses to take a step back for anyone, but believes everyone should treat one another with mutual respect.

Lutwena joined UNTU in 2000 when she was declared redundant in Transnet. She decided that she needed someone to protect her and to fight for her rights as the Senior Official Supply Chain Services at TFR.

Soon afterwards, this mother of three was elected as an UNTU TUR by her colleagues. "That is when the bug bit me. I realised that I love assisting members."

According to Lutwena, employees often shy away from becoming a TUR out of fear of victimisation in the workplace.

"To me, assisting members is a passion."

It still bothers Lutwena to this day that an UNTU member was dismissed years ago after she represented him. He was found guilty of stealing from the company. Lutwena believed his version and still feels that it was an unfair dismissal. That is when she decided to not only rely on the training UNTU provides for its TUR's, but to also empower herself even more. She is now doing courses to equip herself better for her position.

"I am growing from pillar to post with UNTU. Our members are very impressed with all the added benefits they get, our communication is excellent and enables me to keep our members abreast with development. Thanks to our leadership's dedication to being more visible, members now know who their leaders are," she says.

Lutwena wants to work hard so that she can become a UNTU Exco member one day.

"Nagging" TUR gets the job done

Venecia Julie

Venencia Julie (32) refuses to keep silent when something is wrong.

"I am the nagging type. I always do my homework beforehand to ensure that I am not caught off guard," says the Secretary of UNTU's Branch at NCT Maritime.

She was elected as an UNTU TUR a few years ago because she did not like unresolved issues being dragged along and wanted to get clarity on outstanding concerns.

"I love being the voice of labour and I hate it if unions are misleading workers. That is why I have such a pet hate in Numsa, who is misleading the employees at the Port of Ngqura to think that they will have recognition in Transnet soon."

According to her, she never switches off from work. Whenever there is an issue, her mind is always busy searching for a solution.

She strives to constantly improve the safety of members.

Venecia is a ship to shore crane operator and says she is proud to work in a still very much "man's world".

"Currently I have the best of both worlds. That is why I want to qualify myself in labour law. I find it very interesting and love to implement the theory in practice.

When Venencia is not at work, she loves spending time with her two children, dancing, relaxing at home and going to church.

UNTU EXECUTIVE COUNCIL

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GREAT DESTINATIONS TO CHOOSE FROM

UNTU members enjoy discounted rates at 13 holiday resorts across the country. This follows UNTU's agreement with TradeUnipoint.com, a website offering superb self-catering holiday accommodation on a rental basis. The resorts are:

- **Monateng Safari Lodge** in Wallmansthal, Pretoria;
- **Manzi Monate Resort** near the Roodeplaat Dam, Pretoria;
- **Little Eden Resort** in Cullinan, Gauteng;
- **Mabalingwe Nature Reserve** near Bela-Bela in Limpopo;
- **Ekuthuleni Resort**, about 26 km from Hoedspruit, Limpopo;
- **Crystal Springs Mountain Lodge** near Pilgrim's Rest;
- **Sudwala Lodge**, located below the Sudwala Caves near Nelspruit;
- **Uvongo River Resort** in Margate;
- **Caribbean Estates** in Port Edward;
- **Durban Spa**, located on Durban's popular Golden Mile;
- **Mount Amanzi** at the Hartbeespoort Dam near Brits;
- **Baywater Village** in Sedgefield in the Western Cape; and
- **GRC - The Island** in Sedgefield.
- *Send an e-mail to info@tradeunipoint.com or phone 012 996 5120 to book your next holiday at a discounted rate!*

Sun is setting on Voetplaatpark

UNTU's Executive Council has decided to sell Voetplaatpark, the Union's coastal holiday resort on the South Coast of KwaZulu-Natal, in 2018.

This highly debated decision was made after months of considering several other options, amongst others, a total revamp of the resort, which would have cost the Union millions.

Steve Harris, General Secretary of UNTU, says the Executive Council took into account that less than 1% of UNTU's members utilise the resort. However, the Union added 13 other resorts where members enjoy discounts, thanks to an agreement with TradeUniPoint.

The majority of UNTU's members struggle to pay the deposit for their booking at Voetplaatpark within a month, although they get a discount of 40% mid-week and 30% on weekends.

"Voetplaatpark used to be a very popular holiday resort when the Union bought it more than two decades ago. Unfortunately, over the recent years the economic recession took its toll on Voetplaatpark, as on other holiday resorts on the South Coast.

"Over the years the trends of South Africans' holidays have changed. Due to tight finances and the establishment of more and more toll roads, they no longer prefer long breakaways far from home, but would rather take more short breaks nearer to home," says Steve.

Another problem is the oversupply of accommodation on the South Coast. Although this is good for the consumer who now has a choice between competitive prices, it does not help the sustainability of Voetplaatpark with its rising running costs.

Voetplaatpark also does not attract our members living on the coast, and for those who live in Mpumalanga, Limpopo, North West, Gauteng, the Northern Cape and the Free State, it simply is a very expensive holiday if you need to pay toll tariffs and almost R14 per litre of petrol.

"It was a difficult decision, which we tried our utmost to avoid, but at the end of the day we can't justify using our members' money to retain a holiday resort that only attracts less than 1% of our members," says Steve.

The Executive Council decided that the proceeds from the sale of Voetplaatpark will be utilised as a benefit for members. The details of this benefit will be will be communicated with our members as soon as it is finalised.

Put safety first during the Festive Season

UNTU members, as you are celebrating this Festive Season, always keep yourself and your loved ones safe. It is not only the most dangerous time of the year on our roads, but crime across the country also rapidly increases. Don't neglect your road safety and don't become a soft target for criminals. Rather keep these safety tips in mind:

- If you are travelling an unfamiliar route, make sure to plan your route properly ahead of time.
- Try to avoid back roads if possible.
- Always be aware of your surroundings.
- Be aware that shopping malls will be crowded, plan accordingly.
- Park in well-lit areas at night.
- Never give lifts to strangers.
- Always have a road map of the area with you.
- Know the emergency numbers in this article just in case.
- Do not carry large sums of cash.
- Be extremely careful on the roads.
- Keep valuable items concealed.
- Be aware of strangers following you in shopping centres or on the roads.
- It is always better to travel in groups.
- Keep your car's doors locked.
- Always be sure to have certified identification on you.
- Keep your important items locked up in a safe at home or your hotel.

IF YOU ARE DRIVING

- Plan the route to your holiday destination and allow yourself enough time to reach the destination.
- Make sure that your vehicle is in a roadworthy condition before departure. All lights and indicators, windscreen, windscreen wipers, brakes, steering, shock absorbers, exhaust system and tyres should be carefully examined for faults.
- Do not overload your vehicle.
- Try to avoid driving after dark.
- Have a good rest before you embark on your journey.
- Take a break every 2 hours or 200 km. Rest, have an energy drink or a cup of coffee and continue once well rested.
- Do not drink and drive.
- Be visible – drive with your lights on.
- Make sure that everyone in the car is wearing their seat belts.
- Stay within the speed limit and keep a safe following distance.
- Know your emergency numbers or keep them nearby.

NUMBERS TO KNOW

- Police – 10111
- Fire – 10177
- Ambulance – 10177
- Emergency services from a cell phone – 112
- Arrive Alive Call Centre – 0861 400 800
- Emer-G-Med – 0861 007 911
- Accident & Breakdown Towing – 0860 911 326
- Netcare 911 – 082 911
- ER24 – 084 124.